
Members Present – M. Arndt, S. Boyd, J. Brickey, N. Brooks, L. Burriss, W. Canak, L. Clark, L. Craig-Unkefer, M. Deme, L. Dubek, T. Farwell, M. Fleming, S. Franklin, B. Freeman, J. Gray, C. Harris, R. Hoffman, T. Jurkanin, P. Kelly, M. Knight, A. Lutz, S. Mangrum, J. McCormick, A. McCullough, K. McNulty, W. Means, D. Patterson, G. Pisut, D. Raffo, J. Reineke, S. Roberts, B. Rushlow, C. True, B. Turnage, J. Wasik, M. Weller, P. West-Osterfield, A. Williams, G. Zlotky

Members Absent – M. Hinz, K. Mathis, C. Rosenmuller, K. Scherzer, C. Stephens, P. Wall

Members Excused – None

Additional Attendees – B. Bartel (Provost), C. Massaro (Athletic Director), S. McPhee (President), A. Oppmann (Associate VP Marketing and Communication), B. Petryshak (Vice President of Information Technology), D. Sells (VP Student Affairs)

Agenda

1. Scott Boyd, Faculty Senate President: He welcomed the Senators. He requested that all senators reach out to the new faculty within their department and college to establish open lines of communication. List of new faculty was provided (Attached). He provided an overview of key issues from the retreats this summer:
 - Access and Diversity Retreat: Key take-away from this retreat was that while MTSU is moving in the right direction, there are still improvements to make.
 - President's Cabinet Retreat: A 1.5% pay raise was announced. This is the State raise. MTSU will not be able to contribute additional funds. Administration needs to begin to address low administration salaries just as they have with faculty salaries. MTSU has raised \$67 million in the capital campaign (current goal is \$80 million). Anticipating a drop in enrollment this semester which could lead to a \$6.5-\$7 million budget reduction. MTSU is examining a small number of general education courses with a high D, F, W rate.
 - Dean's Council Retreat: Retention and student success were discussed. The impact and role of MOOCs and WGU are being examined.

He introduced Bruce Petryshak.

2. Bruce Petryshak (VP Information Technology): Mr. Petryshak shared information regarding the 42 general education courses with high D, F, W rates. Seven of the courses were selected to be examined for course redesign. There is a belief that improved student retention may be connected to how students perform in the courses we offer. He said some of the data may point to needing to focus on aiding to the success of first generation college students. He said the course redesign project is investigating how to keep quality high and improve student success. Courses for the redesign were selected with input from Chairs. Some STEM courses were selected due to an NSF grant. He said the course redesign project is examining best practices and exploring ways to standardize these practices across sections. There will be training sessions scheduled so that faculty can access the dashboards and look at data. Departments will be able to access the data. The training sessions will also provide a point for people to ask for additional information to be included in the data.
3. Andrew Oppmann (VP Marketing and Communications): Mr. Oppmann presented the new MTSU web site. He said the new site standardizes links and page layouts. It also is written in a more user-friendly language. It is anticipated that the site will go live on 08/22/13 at 2 p.m. Until then, the new home page can be accessed through <http://w3.mtsu.edu> and the new program pages can be accessed through <http://mtsu.edu/programs/index.php>. He said the videos on the site will all end with the same boilerplate statement. Mr. Oppmann also said he would investigate providing senate with a new computer. He said additional web redesign projects are expected for the faculty pages. If you see a broken link or error on the page, email Andrew Oppmann or webdesign@mtsu.edu.
4. Chris Massaro, Athletic Director: He said he sees athletics as a means to create a sense of community. He said moving to Conference USA connects MTSU to a more engaged fan base, provides a feeling of upward mobility, moves MTSU into a more established peer group that matches the MTSU mission, and assists in differentiating MTSU from other TBR schools. He said the new conference will provide MTSU with increased exposure and additional post-season opportunities and a better financial situation. He said that MTSU student-athletes are scoring well on the NCAA Academic Progress Rate scale (They have a 4-year average of 979 . A perfect score is 1000).
5. Brad Bartel, University Provost: He said the focus will be on the full university experience (student success, engagement in the classroom, and effective service to students). He said that the new funding formula "hold-harmless" provision will end in 2014-2015. He said MTSU should prepare for the impact. He said steps being taken to assist in retention are:
 - The course redesign project: He hopes this will encourage a "passionate, enlightened approach to pedagogy." Faculty working on this are being paid a honoraria to deconstruct and reconstruct the selected courses.
 - Creation of the Learning Commons: He said this new tutoring center will be in the library. Money will be provided to staff with grad students and undergraduate students to provide tutoring services. This center will be primarily for weekend and evening tutoring. Students who receive tutoring from The Learning Commons will be monitored.
 - Continued exploration on why students leave: He said the focus will be on the Freshman to Sophomore year. Recent data shows the primary

reason for leaving was “life issues,” not academics. He will investigate ways to assist students with funding (for example a micro-loan program similar to the one at Georgia State).

He said enrollment is expected to be down. He said students are still registering for courses, but is anticipating a 4.5-5.5% decrease in enrollment. This would bring the headcount to that of 2-3 years ago, but he said MTSU is spending 2-3 times more in FTTs. He said it may be more difficult to justify FTT lines. He will try to phase in any changes. He said \$700 was the current pay per credit hour for adjunct pay. The new policy sets the ‘minimum’ at \$700 per credit hour with the ‘maximum’ to be established on a local basis. This new policy will go into effect for the 2014-2015 academic year. He added that the TBR is discussing a new faculty position: Lecturer. The discussion surrounding that position is that it will be similar to a FTT, but with more job security. Dr. Bartel is on the committee for the new faculty position. He mentioned that MTSU has some new degrees starting this fall (Master of Science in Management, Doctor of Education, Bachelor of Science in Mechatronics). He said that other degrees are being developed. Dr. Bartel said that mentoring new faculty and department chairs is essential.

6. Sidney McPhee, University President: He welcomed the Senate and thanked the Senate for having him. He said that Higher education is going through “a significant transformation” which may include policy shifts. He said that the focus is more outcomes driven. He encouraged faculty to think of new ways to aid in student success. He discussed the financial management of the University and stressed the impact of the new funding formula. A discussion followed regarding the impact of a potential reduction in the budget on all levels of faculty. He said that retention will continue to be a factor MTSU must examine. He said money has been made available for departments to implement their recruitment and retention plans presented in the spring. He said that he will be looking for the ROI on the implementation. He said there will be opportunities to recognize extraordinary improvement in projects centering on student success.
7. Deb Sells, VP Student Affairs: She said that we purged 700 fewer students than last year. She said the number of new undergraduates is up 3 students from last year, but returning students are down. She said some would return after the purge. She is anticipating a 5% - 5.5% decrease in enrollment. She said that all the TBR schools are expecting drops in enrollment this year. Dr. Sells shared the following changes:
 - Degree Audit: MTSU will be changing our degree audit system to Ellucian Degree Works. She said the migration to the new system will take time due to needing to input data. The anticipated launch of the new system will be Summer 2014.
 - Transfer GPAs (see attachment): She said that starting 2015 the Academic Fresh Start Policy goes into effect. This policy allows students to transfer credits, but not grades. Honors will be based just on the student’s MTSU GPA.
 - New Student Center (see attachment): She provided a floor plan for the new student center. She said the front counter would be a one-stop-shop and that people who staff that counter will be cross-trained.
 - Associate VP of Admissions and Enrollment: This new position will be overseeing several functions in the new student center.

There was a discussion of previous recommendations to increase admission standards. Dr. Sells said MTSU could revisit the change in admission standards when student numbers are higher. She said that currently the changes would have too significant of an impact on the budget.

8. Scott Boyd: He said that there are plans for an MTSU Faculty Senate sponsored Higher Education Roundtable. He is in discussion with several people to develop the format and panel. TUFS was interested in joining and supporting this effort. Details will be presented as soon as possible. There was a discussion of the Nashville Achieves initiative.
9. Faculty Senate Business Meeting: Scott Boyd Presiding.
 - Minutes of the May 6 meeting were approved with the exception of election results.
 - Senate Budget: The budget has increased by \$1500. The additional funds are for travel.
 - Senate Chambers Renovation: Will cost just under \$12,000. Technology will include a projector and screen.
 - News Items:
 - Associate Vice Provost for Admissions/Enrollment was hired (Laurie Witherow).
 - Search for Associate Vice Provost for Student Success was awaiting further information from Dr. McPhee. Job description has not been presented.
 - It was announced at the President's Cabinet retreat that Joe Bales and Andrew Oppmann have new titles. Mr. Bales' title is VP for Advancement. Mr. Oppmann's title is VP for Marketing and Communication. It was unclear if there was faculty input.
 - Senate Vacancies: Scott has spoken with department chairs and expects the departmental open seats to be filled soon. He will follow up with Deans regarding the college openings.
 - Steering Committee Vacancies: Elections were held to elect the steering committee. The following members have been elected to the Steering Committee:
 - College of Basic and Applied Science: Dwight Patterson, Marcus Knight
 - College of Behavioral Sciences and Health Sciences: Joey Gray, Barbara Turnage
 - College of Business: Mamit Deme, Nita Brooks
 - College of Education: Leslie Craig-Unkefer, Charlene True
 - College of Liberal Arts: Ann McCullough, Bonnie Rushlow
 - College of Mass Communication/Library: Jason Reineke, Suzanne Mangrum
 - University College: Annette Williams
 - New and Potential Committees: Scott said that the senate may need to re-evaluate the charge of the Academic Misconduct committee. The changes to policy may need the senate to make recommendations regarding summer membership, timing and compensation. There was a discussion regarding compensation for other committees that must meet during the summer. There was a discussion regarding a recent academic misconduct incident where a sanction was imposed without faculty consultation. Scott said that a potential new committee the

Senate should discuss is a Retention Initiative Committee. The request for this committee came from Scott Carnicom. This committee would be asked to review awards for outstanding initiatives to aid in retention of students by administration. In order to move the award forward, the 2013-2014 awards were selected by Associate Deans and the 2014-2015 awards will be selected by the Steering Committee.

- Faculty Workload Expectations: Scott said that there was a request from the Chair's Council to examine and discuss the policy for faculty workload expectations. The chairs would like a generic list of expectations.
- Standing Committees: Scott said that Bill Canak will convene a group to examine the leadership and staffing of standing committees. Scott said there could be discussion regarding the impact of standing committee composition on smaller departments. Additionally, discussion regarding combining some committees and creating a mechanism for the committees to report minutes was mentioned.
- Course Redesign: There was discussion regarding the course redesign project the university was undertaking. It was requested that Scott ask the Chair of Chairs to speak to the senate regarding this issue.
- Tenure Policy Changes: There was a question regarding the status of the P & T policy revisions started last semester. Scott said he would follow up with the Provost.
- Senate Bylaws: Scott said that the senate may want to discuss some issues regarding the Senate bylaws. He pointed out issues that are not covered (such as what to do when senators are not elected). Any changes to these would need a full faculty vote. He said the Senate would need to have suggested revisions to the faculty at least two weeks prior to the 2014 University meeting.
- Meeting Minutes: There was discussion as to when the meeting minutes would be posted to the Senate web site. Due to the fact that minutes would not be posted until approved, there was a request to have the recording secretary provide a draft of the minutes to the faculty within 1-4 days of senate meetings.

10. Alfred Lutz, MTSU TBR Faculty Sub-Council representative: Alfred gave an overview of the composition and charge of the Sub-Council. Alfred Reported:

- There is a new Vice Chancellor for Academic Affairs: Dr. Tristan Denley from APSU.
- TBR and MOOCs: He said TBR signed contracts with all 3 major MOOC delivery systems (Coursera, EdX and Udacity) to explore if the technology will work for TBR schools.
- Academic Freedom Policy: He said the changes to this policy will go to the board.
- Partner Equity Benefits: He said this proposal from ETSU to expand benefits to include same sex partners and heterosexual non-married partners. The vote approved the proposal and the proposal has been sent forward.
- TN Code Annotated 49-5-410: He said that this code discusses professors moonlighting. He said that the code currently restricts the professor to no more than 2 courses per quarter or semester. There is a proposal to remove the restriction.

- Task Forces/Studies: He said there will be faculty representation on the Contracts Task Force. He said there will be a fiscal impact study on the impact of raising adjunct pay. He said there will be an impact study on the affordable care act.

Action Items:

1. Scott Boyd to email Senate with retention data from the summer retreats.
2. Senators to submit Higher Education Roundtable questions to Scott Boyd.
3. Scott Boyd to possibly follow up with RODP regarding position on WGU.
4. Scott Boyd to follow up with Deans and Chairs regarding Senate vacancies.
5. Scott Boyd to follow up with John Omachonu regarding academic misconduct sanctions.
6. Scott Boyd to follow up with the Chair of Chairs regarding discussing the course redesign project with the Senate.
7. Scott Boyd to follow up with the Provost regarding P & T policy changes.
8. Tricia Farwell to send draft of Senate meeting minutes to Wendi for distribution to the Senate within 1-4 days of the meeting.
9. Alfred to forward the TBR academic freedom policy to Scott to Forward to the Senate.

Respectfully submitted,

Tricia M. Farwell
2013-2014 Faculty Senate Recording Secretary

New Faculty Orientation 2013–2014

Liberal Arts

Mr. Ryan Muldowney, Art
Dr. Meaghan Nelson, Art
Ms. Sheri Selph, Art
Mr. David J. Walker, Art
Dr. Jonathan Bradley, English
Ms. Luciana Prestes-Bean, Foreign Languages and Literatures
Dr. Jeremy Sather, Foreign Languages and Literatures
Dr. Jeremy Aber, Geosciences
Dr. Suzanne Duchacek, History
Dr. Kelly Kolar, History
Ms. Ariana Quezada, History
Dr. Benjamin Sawyer, History
Ms. Mary Riley Sousa, History
Ms. Kathryn Sikes, History
Ms. Brittany Davis, History – Global Studies
Dr. Rebecca King, Philosophy
Dr. Zhen Wang, Political Science
Dr. Christopher Baumgartner, School of Music
Dr. Tonya Lawson, School of Music
Dr. Michael Parkinson, School of Music
Dr. Darren Levin, Speech & Theatre

Library

Mr. Grover Baker, James E. Walker Library
Mr. Larry Hansard, James E. Walker Library
Dr. David Nelson, James E. Walker Library
Ms. Karen Reed, James E. Walker Library

Mass Communication

Mr. Frank Baird, Recording industry
Mr. Douglas Bielmeier, Recording Industry
Dr. Trevor deClercq, Recording Industry
Ms. Tammy Donham, Recording Industry
Mr. Jeffrey Izzo, Recording Industry
Ms. Leslie Haines, School of Journalism
Ms. Valerie Hoeppepner, School of Journalism
Mr. Kenneth Paulson, School of Journalism

University College

Dr. Pamela Morris, University Studies

Deans:

I wanted to share with you all an update on the TBR plan to move all institutions to a common procedure for the use of transfer GPAs. Not all of the questions have been answered yet, but we are beginning to get an idea of where this is all heading, so I want you to have a heads up.

As you may recall, the basic provisions of the new transfer GPA policy are as follows:

5. Calculation of Grade Point Averages (GPAs) for Courses Transferred and Related Applications

A. Upon receiving courses for transfer, the receiving institution will exclude grades in the calculation of Grade Point Averages (GPAs). Credit will be given for all courses in which passing grades are achieved, including the grade of D. All grades, including F's, W's, etc., must be included on the transfer record.

B. Specific applications regarding the grade of D pertain as follows:

1. Community college students who complete approved Tennessee Transfer Pathways (TTPs), the grade of D will be honored and affected courses will not be subject to repetition, except in certain cases where requirements stipulate specific courses must be achieved with a grade of C (2.0) or higher.

2. In routes of transfer outside the TTPs, institutional practices regarding the applicability of the grade of D will be honored.

C. Calculation of GPAs for Dual Enrollment Courses taken by high school students prior to graduation will be treated as follows:

1. Institutions will apply the grades achieved in the calculation of GPAs and grant credit if the student having taken dual enrollment courses enrolls in the institution that delivered the courses.

2. Institutions will exclude the grades in the calculation of dual enrollment courses and grant credit for courses in which passing grades are achieved, including the grade of D, if the student transfers to an institution that did not deliver the courses. (See Provision A above.)

D. Institutions will follow prescribed state practices in evaluating continuing eligibility for the Tennessee Lottery Scholarship Program, which requires inclusion of calculating the cumulative GPA on all courses taken after graduation from high school.

E. Institutions have the prerogative to develop criteria for honors designations.

F. In cases where a student repeats a course at another institution, the receiving institution should utilize its own repeat policy to exclude the grade/credit originally earned

At the latest meeting at the TBR, held earlier this week, we learned the following:

The Board expects that the changes will be implemented effective summer, 2015 which means this will have to be in place by summer, 2014 when the summer, 2015 application is available for students to begin applying. This also means the 2014 catalog will need to be updated to provide advance notice to students.

Under this policy, all courses completed at another institution with a grade of D or above must be accepted for credit, but institutions may still have cases where requirements stipulate minimum grades for graduation. All grades, including F's and W's will be noted on the transfer record.

The change in policy will essentially create a new GPA for transfer students that excludes the GPA they established outside of MTSU. That is, the new GPA will be based exclusively on the coursework they complete at MTSU for summer, 2015 transfers and after. Prior transfer students will still have work counting and prior transfer students who transfer additional work Summer, 2015 or after will have a mixture. This new GPA will be the GPA that is evaluated to determine financial aid continued eligibility while the pass-rate and maximum time frame will still include transfer attempts/hours. This new GPA will also be the GPA that is evaluated for purposes of determining academic probation, academic suspension, and graduation.

Each institution will still retain the ability to evaluate a student's complete record, including grades earned at other institutions, for the purpose of determining candidacy and/or other special admission standards for restricted programs.

Each institution will still determine which grades are to be evaluated for the awarding of Latin Honors.

The Academic Fresh Start policy is also being reviewed to determine if other options are needed as to not necessitate a forced transfer to improve the GPA when the student has less than a 4-year break in enrollment.

Teresa ran some numbers for us to see how this may have impacted our graduates from spring, 2013. Under the new transfer GPA policy, in which grades earned at previous institutions are disregarded, 571 students would have been impacted with a lower GPA than we currently calculate. 795 would not have experienced any change in their GPA. 709 would have been impacted with an increased GPA. Additionally, 14 students from the spring class would have not met the 2.0 minimum graduation GPA under the new policy.